



Tom Hilditch
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Introduction

During his 40-year career as an ecologist, Tom has worked principally in the areas of impact assessment, mitigation planning and ecological planning and design. He has developed specialized expertise with international, national and provincial, Species at Risk legislation, policies, guidelines and permitting processes.

Tom has completed hundreds of Impact Assessments (IAs) and numerous watershed, coastal zone and regional planning projects. Impact Assessment assignments have ranged from major resource and infrastructure projects (e.g., mineral aggregate quarries, nuclear facilities, waste incinerators/landfills) to new, complete communities and to smaller site-specific developments (e.g., new urban communities in the Greater Toronto Area, Niagara Falls and Ottawa).

During the period 2016 to 2020, Tom served as the Environmental Stewardship Commissioner on behalf of Henvey Inlet, Magnetawan and Shawanaga First Nations in Ontario, during the construction of a 300 MW renewable wind energy facility, known as the Henvey Inlet Wind Project. As Commissioner, Tom ensured that the comprehensive Indigenous permitting regime established for the project, was implemented in a manner to conserve important cultural and Indigenous lands, and natural heritage resources including threatened and endangered species.

While the bulk of his career has been focused on Canadian projects, he has also completed regional planning and coastal zone assignments in Barbados, Venezuela and China. He co-led coastal zone planning and management work in Liaoning, Shandong, Jiangsu and Fujian Provinces in China. He recently led the drainage and natural heritage components of the Barbados Physical Development Plan.

Tom has extensive experience as a Technical Expert and Peer Reviewer, and he has participated in mediation and settlement discussions and has served as an Expert Witness on behalf of public and private sector clients as well as Environmental Non-governmental Organizations (ENGOs) in over 60 proceedings.

Tom currently serves as the Chair of Ontario's Committee on the Status of Species at Risk in Ontario (COSSARO). He previously served as the Chair of the Species at Risk Program Advisory Committee (SARPAC), the sister agency to COSSARO. Tom is also a member of the Board of Directors of the Anishinabek/Ontario Fisheries Resource Centre.



Education		Bachelor of Science, Resources Management University of Guelph, Guelph, Ontario, Canada
Employment	2020 – Current	Colucent Environmental Inc. , Founder, President
	2006 – 2020	Savanta , Founder, President
	2005 – 2006	Stantec Consulting , Vice President, Eastern Canada
	2005	Stantec Consulting , Senior Principal
	2003 – 2005	Stantec Consulting , Principal
	2001 – 2003	ESG International Inc. , President
	1997 – 2001	ESG International Inc. , Vice President
	1994 – 1997	ESG International Inc. , Senior Ecologist, Principal
	1989 – 1994	Gartner Lee Ltd. , Senior Ecologist, Associate
	1983 – 1989	Gartner Lee Ltd. , Ecologist
	1981 – 1983	Lake Simcoe Region Conservation Authority , Forest and Wetland Technician
	1981	Ecologistics Ltd. , Environmentally Significant Areas (ESA) Study; Manager, ESA Field Biology Team
	1979 – 1981	Toronto and Region Conservation Authority , Field Biologist, Environmentally Sensitive Areas Study
Government & Special Positions Held	2020 – Current	Anishinabek/Ontario Fisheries Resource Centre , Board Member
	2015 – Current	Committee on the Status of Species at Risk in Ontario (COSSARO) , Chair
	2016 – 2020	Henvey Inlet, Magnetawan and Shawanaga First Nations , Environmental Stewardship Commissioner
	2010 – 2014	Species at Risk Program Advisory Committee (SARPAC) , Chair
	2013	The Ontario Endangered Species Act Conference (OESAC) , Conference Chair
	2008 – 2010	Species at Risk Program Advisory Committee (SARPAC) , Member
	2008 – 2009	Nature Conservancy of Canada (NCC) , Director, Ontario Board & Participant NCC Conference
	2005 – 2008	Aggregate Producers Association of Ontario (APAO) , Director, Board of Directors



2005 – 2006	Urban Development Institute (UDI) , TRCA Liaison Representative
1992 – 1997	Abandoned Pits and Quarries Rehabilitation Committee , Technical Representative

Select Examples of Additional Training

- **First Nation Issues**, Ryerson University, Toronto Ontario
- **Creating and Using Wetlands**, University of Wisconsin, Madison, Wisconsin, USA
- **Super-Optimizing Analysis in Impact Assessment**, University of Urbana, Urbana-Champaign, Illinois, USA
- **Municipal Class Environmental Assessment Certification**, Ontario Ministry of the Environment, Sault College, Sault Ste. Marie, Ontario
- **Airphoto Interpretation**, Boreal & Great Lakes St. Lawrence Forest Ecosystems, Ontario Centre For Remote Sensing, Toronto, Ontario
- **Wetland Classification and Evaluation**, Ontario Ministry of Natural Resources, Ontario

Representative Examples of Consulting Project Experience

- Henvey Inlet Wind Species at Risk EA Peer Review and Environmental Permit Input, Henvey Inlet First Nation, Pickering, Ontario
- Natural Heritage and Drainage Sector Planning and Input to the Barbados Physical Development Plan, Barbados
- Milton Urban Expansion Lands Ecological Investigations and Environmental Approvals (Boyne District, Milton Phase 4, Derry Green), Ontario
- North Markham Urban Expansion Lands Ecological Investigations and Environmental Approvals, Ontario
- Grandview Resort Golf Course Development EIA, Huntsville, Ontario
- Impact Assessment & Natural Heritage System Design Study, Brampton, Ontario
- Green Infrastructure Conceptual Design and Technical Supporting Investigations, Canada's First National Urban Park, Toronto, Ontario
- Don River System Environmental Report Card, Toronto, Ontario
- Humber River System Ecosystem Definition, Toronto, Ontario
- Greening of the Official Plan, Regional Municipality of York, Ontario
- Strategic Environmental Input, Regional Municipality of Peel - Official Plan Update
- Natural Heritage Official Plan Studies, Town of East Gwillimbury, Township of King
- Coastal Zone Planning and Management; Liaoning, Shandong, Jiangsu and Fujian Provinces, Peoples' Republic of China (PRC)
- St. Mary's Cement Greenfield Quarry EIA and ARA Applications, Ontario



- Brighton, Presqu'île Species at Risk Conservation and Restoration Planning, St. Mary's Cement, Ontario
- American Badger Strategic Assessment of Range and Soils/Habitat; Creation of Innovative Recovery Tools, Ontario
- Mai Po Wetland EIS and Conservation Planning Investigation, Hong Kong, PRC
- Niagara Waterfront Planning Study; Master Planning for Economic Rejuvenation
- Swan Lake Wetland Management Concept Plan, Weihai Province, PRC
- Rehabilitation of Pits and Quarries for Forest Production, Province of Ontario
- Rehabilitation of Sandy, Infertile Roadside Slopes, Province of Ontario
- Orinoco-Apure Regional Conservation; Screening Level Sustainable Development Planning, Apure-Orinoco Basin, Venezuela
- Elephant Conservation ENGO Observations & Opportunities, Confidential Exploratory Document prepared for the World Bank

**Select Publications
and Presentations**

- Red Squirrel: Automated Collection and Analysis of Biodiversity Data. Latornell Conservation Symposium; Alliston, Ontario, November 2018
- Provincial Policy Statement 2014: A Comparison of Recent Changes to the PPS with a Focus on Natural Heritage System Policies. Presented at: Ontario Bar Association; February 5, 2015; Toronto, Ontario
- Provincial Planning Statement and Environmental Protection. Presented at: Land Development & Planning Forum; June 17-18, 2014; Toronto, Ontario
- Innovations in Endangered Species Legislation. Presented at: 2nd World Biodiversity Congress: September 8-12, 2011; Kuching, Malaysia
- Endangered Species Legislation as a Stimulus for Habitat Restoration. Presented at: Society for Ecological Restoration 4th World Conference on Ecological Restoration; August 21-25, 2011; Merida, Mexico
- The Presqu'île Bay Species at Risk Outreach Project Case Study. Presented at: The International Association for Great Lakes Research 53rd Annual Conference on Great Lakes Research; May 17-21, 2010; Toronto, Ontario
- Endangered Species Act, 2007: Implications and Opportunities. Presented at: Ontario Stone, Sand and Gravel Rehabilitation Tour: September 11, 2008; Bowmanville, Ontario
- Endangered Species Act, 2007: A Private Sector Perspective. Presented at: Ontario Bar Association; September 11, 2008; Toronto, Ontario
- A Private Sector Species at Risk Initiative: St. Mary's Cement & Great Lakes Wetland Stewardship. Presented at: A.D. Latornell Conservation Symposium; November 14-16, 2008; Alliston, Ontario
- An Overview of Canadian Environmental Technologies. Presented at: Environment 2001 Conference; 4-8 February 2001; Abu Dhabi, United Arab Emirates



- Achieving Excellence in Natural Heritage Planning. Presented with D. Charlton and R. Hubbard at: Ontario Provincial Planners Conference; 2000 Niagara Falls, Canada
- Biodiversity Planning; Multi-layered Stakeholder Consensus Building, A Model for Success. Presented at: International Association for Impact Assessment Annual Meeting; 1998; Christchurch, New Zealand
- Provincial Wetlands Policy, Environmental Impact Study Requirements. Presented at: Society of Wetland Scientists; 1994; Washington, United States
- Brick Wetlands Complex, An EIS Case Study. Presented at: Wetlands Boundaries, Buffers and Gradients Conference; 1994; Waterloo, Ontario
- Wetland Impact Mitigation Techniques, A Case Study. Presented at: Ontario Ministry of Natural Resources and Transportation; 1994; Ontario
- Wetland Policy Statement Implementation Issues and Experiences, Long Range Planning Directions; 1993; Ontario
- Woodland Evaluation Systems – Their Use and Application in Municipal Planning. Presented at: The Significant Woodlands Workshop, Ontario Ministry of Natural Resources; 1993; Dorset, Ontario
- Buffers for the Protection of Wetland Ecological Integrity – A Model for Buffer Determination. Presented at: International Association of Ecology 4th International Wetlands Conference; 1992 September; Ohio, United States
- GIS – A Tool for Ecological Mapping and Impact Assessment of an Environmentally Sensitive Area. Presented at: The International Association for Impact Assessment Annual Meeting; 1992 August; Washington, D.C., United States

**Current Engagement &
Membership with
Societies & Associations**

- Conservation Finance Alliance (CFA)
- The Wildlife Society (TWS)
- Society for Conservation Biology (SCB)
- International Association for Impact Assessment (IAIA)
- International Association for Landscape Ecology – North America (IALE)
- The International Society for Ecological Economics (ISEE)
- Society for Ecological Restoration (SER)
- Society for Ecological Restoration (SER Ontario)
- International Society of Environmental Professionals (ISEP)
- National (US) Association of Environmental Professionals (NAEP)
- Canadian Society for Ecology and Evolution (CSEE)
- Ontario Stone, Sand and Gravel Association (OSSGA)
- Ontario Waterpower Association (OWA)
- The Ontario Home Builders' Association (OHBA)
- Building Industry and Land Development Association (BILD)